

Message Text

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PAGE 01 PARIS 01410 01 OF 02 200732Z
ACTION SS-25

INFO OCT-01 ISO-00 SSO-00 /026 W
-----075503 200737Z /20
R 171424Z JAN 78
FM AMEMBASSY PARIS
TO SECSTATE WASHDC 4344

LIMITED OFFICIAL USE SECTION 01 OF 02 PARIS 01410

STADIS//////////

EXDIS

USOECD

FOR DEPUTY UNDER SECRETARY READ

E.O. 11652: N/A
TAGS: AODE
SUBJECT: MODE: EVALUATION OF AMERICAN PERSONNEL
LEVELS BY THE CHIEFS OF MISSION

REFS: (A) STATE 277164, (B) USOECD PARIS 26789,
(C) USOECD PARIS 09563

1. MY CABLE LAST SEPTEMBER (REF B) WAS DONE SHORTLY
AFTER MY ARRIVAL AND AFTER THE OECD ANNUAL SUMMER
BREAK. AFTER A LONGER PERIOD OF TIME IN THE JOB AND
AFTER FURTHER REFLECTION, I HAVE THE FOLLOWING
OBSERVATIONS.

2. AS I SAID IN MY PREVIOUS REPORT, THE WORKLOAD OF
THIS MISSION IS INCREASING RATHER THAN DECREASING.
THIS STAFF IS LEAN, WELL ORGANIZED, AND FREQUENTLY
SEVERELY TAXED TO ACCOMPLISH ITS WORKLOAD. (THIS WORK-
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PAGE 02 PARIS 01410 01 OF 02 200732Z

YEAR 4 MINISTERIAL, 9-12 HIGH-LEVEL MEETINGS.) ANY
SIGNIFICANT PERSONNEL REDUCTIONS WILL REQUIRE CONSIDER-
ABLE NARROWING OF THE MISSION'S ASSIGNED GOALS AND
OBJECTIVES, AS APPROVED BY THE PRESIDENT. WHILE ABLE
TO ELIMINATE CERTAIN POSITIONS, I AM EVEN MORE CON-
VINCED THAN BEFORE OF THE NEED FOR THE ADDITIONAL PO-
SITIONS REQUESTED IN THE MISSION'S LATEST POLICY ASSESS-

MENT (REF C), AND RECONFIRMED IN MY SEPTEMBER MESSAGE.
I WITHDRAW MY EARLIER RECOMMENDATION (REF B) THAT
ELIMINATION OF A COUNSELOR LEVEL SLOT BE CONSIDERED.

3. WITH SPECIFIC RESPECT TO THE MODE EXERCISE, I
BELIEVE THE MISSION COULD LIVE WITH THE RECOMMENDATION
IN REF B FOR A CUT TO 95 PERCENT OF THE CURRENT LEVEL,
I.E., REDUCTION FROM 42 TO 40 AMERICAN POSITIONS.

A. THE POSITION OF USIS REGIONAL ECONOMICS
AFFAIRS OFFICER HAS RECENTLY (JULY 1977) BEEN TRANS-
FERRED HERE FROM USEC BRUSSELS. HIS MISSION IS
QUITE DISTINCT FROM THAT OF OUR OWN PUBLIC AFFAIRS
ADVISOR. HIS OBJECTIVE IS TO SERVICE USIS THROUGHOUT
THE OECD AREA ON ECONOMIC POLICY ASPECTS OF THE
INFORMATION FUNCTION AND THUS HIS WORK DOES NOT
DIRECTLY AFFECT THE OPERATIONS OF USOECD.

I DO NOT REPEAT NOT CONSIDER IT JUSTIFIABLE TO
HAVE THIS POSITION CHARGED TO OUR TOTAL COMPLEMENT
FOR THE PURPOSE OF THIS EXERCISE AND HAVE TO ELIMINATE
ANOTHER POSITION WHICH PERFORMS SUBSTANTIVE FUNCTIONS
DIRECTLY RELATED TO OECD IN ORDER TO ACHIEVE SOME

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PAGE 01 PARIS 01410 02 OF 02 200739Z
ACTION SS-25

INFO OCT-01 ISO-00 SSO-00 /026 W
-----075588 200743Z /21

R 171424Z JAN 78
FM AMEMBASSY PARIS
TO SECSTATE WASHDC 4345

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EXDIS

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PERCENTAGE REDUCTION OF THE TOTAL NUMBER OF POSITIONS.
THE PRESENT INCUMBENT IS AWARE OF MY POSITION AS
STATED IN THIS MESSAGE AS IS THE REGIONAL ASSISTANT
ADMINISTRATOR IN USIS WASHINGTON TO WHOM HE REPORTS.
SHOULD THE DEPARTMENT WISH TO ELIMINATE THIS
POSITION, SUCH ACTION SHOULD BE TAKEN UP WITH USIS
WASHINGTON, INCLUDING A TARGET DATE.

B. THE AID DEPUTY DIRECTOR POSITION COULD BE
GIVEN UP. THIS POSITION WAS ORIGINALLY FILLED TO
PROVIDE BACKSTOPPING TO AN AID DIRECTOR WHO WAS NON-
CAREER. THE PRESENT INCUMBENT OF THE DIRECTOR'S
OFFICE IS AN EXPERIENCED MAN, DOES NOT REQUIRE SUCH
SENIOR SUBSTANTIVE BACK-UP, BUT WOULD BE ABLE TO
SPEND LESS TIME ON INTEGRATION OF AID EFFORTS IN
GENERAL NORTH/SOUTH AFFAIRS, IF THE DEPUTY POSITION
WERE ELIMINATED. SUCH ACTION COULD TAKE PLACE IN THE
SPRING OR SUMMER OF 1978.

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PAGE 02 PARIS 01410 02 OF 02 200739Z

4. CUT TO 85 PERCENT. A CUT TO 85 PERCENT WOULD
REQUIRE THE REDUCTION OF SIX PEOPLE FROM THE MISSION
STAFF. AS STATED IN PARA 2, A REDUCTION OF FOUR
ADDITIONAL POSITIONS WOULD REQUIRE A PROPORTIONATE
REDUCTION OF THE SCOPE OF WORK OF THE MISSION.

5. TO SUM UP, IN MY VIEW, WE COULD GIVE UP THE TWO
POSITIONS LISTED IN PARA 1 (A CUT TO 95 PERCENT OF
COMPLEMENT) AT SOME COST IN FLEXIBILITY, BUT WITHOUT
LOSING TOO MUCH IN OVERALL EFFECTIVENESS. A 15
PERCENT CUT IN THE AMERICAN COMPLEMENT OF THIS MISSION
IS NOT POSSIBLE WITHOUT REDUCING THE MISSION'S
ABILITY TO PURSUE ITS OBJECTIVES EFFECTIVELY, AND I
MAINTAIN ON THE TABLE OUR REQUESTS FOR THE POSITIONS
DESCRIBED REF C.
SALZMAN

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